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## Broadband Pay Plan and the 2012 Adjustments in the Executive Branch

State Human Resources Division

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444-3789

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## Pay Categories within the Executive Branch

as of June 30, 2012

- ▶ Broadband pay plan covers 10,830 employees
- ▶ Blue collar pay plan covers 647 employees
- ▶ Exempt employees:
  - Employees of Montana university system
  - Employees of the Montana State Fund
  - Elected officials and their appointed staff
  - Others specifically identified under Section 2-18-103 and 104, MCA

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## History and Purpose of the Broadband Pay Plan

- ▶ Formerly known as *The Alternative Pay Plan or Pay Plan 020*
- ▶ First implemented in 1997 as an alternative to the 1975 classification and pay plan
- ▶ Implemented as the executive branch's primary pay plan in 2007
- ▶ Designed to give executive branch agencies more flexibility in designing their own plans – or “agency pay plan rules”
- ▶ Not a “market based” pay plan

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## Broadband Pay Schedule

Allows state agencies the flexibility to develop their pay plan rules using any combination of pay strategies within broad statutory and policy provisions.

Pay Band	Hourly		Annual	
	Minimum Base Salary	Maximum Base Salary	Minimum Base Salary	Maximum Base Salary
01	\$7.88	\$13.44	\$16,400	\$27,945
02	\$7.60	\$18.73	\$15,797	\$38,949
03	\$9.40	\$23.56	\$19,536	\$49,003
04	\$11.40	\$31.01	\$23,710	\$64,495
05	\$11.52	\$38.27	\$23,948	\$79,582
06	\$13.10	\$58.02	\$27,240	\$120,665
07	\$18.88	\$58.08	\$39,269	\$120,803
08	\$27.77	\$70.39	\$57,750	\$146,391
09	\$37.63	\$137.72	\$78,260	\$286,454

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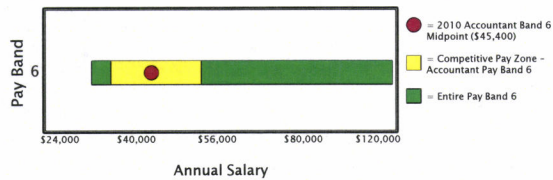
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## Example: Accountant Band 6



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## Authorized Pay Components or "Pay Strategies"

Competency  
 Market  
 Performance  
 Results  
 Situational  
 Strategic

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## Governor's 2013 Biennium Broadband Pay Directives

*If agencies can afford to do so, they should:*

1. *Correct their worst pay problems, and*
2. *Provide for modest adjustments to rank-and-file employees.*

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## FY 2012 Broadband Pay Adjustments: Key Facts

- ▶ 5,840 (54%) employees received adjustments. Following are the top three reasons for adjustments:
  - 67% market
  - 11% performance
  - 10% competency/career ladder
- ▶ Most (89%) employees receiving adjustments occupy band 6 or lower-banded positions.
- ▶ Average base salary as of November 1, 2012, was \$43,839, up \$1,356 from November 1, 2011.

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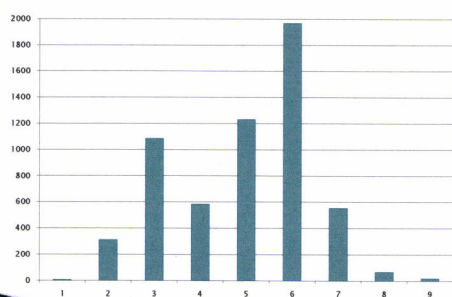
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## FY 2012 Broadband Pay Adjustments: Distribution by Pay Band



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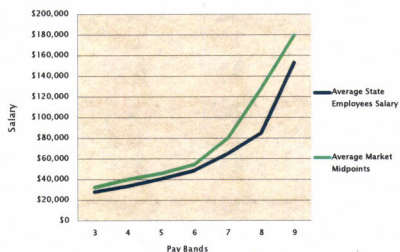
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## Market Midpoints Compared to Actual Pay Rates by Pay Band



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## Facts about Employees Paid Under the Broadband Plan in 2012

The average employee paid under the broadband pay plan:

- ▶ Is paid a base salary of \$44,145
- ▶ Receives an additional 3.5% in longevity pay (2-18-304, MCA)
- ▶ Is paid 14.48% below the 2012 market midpoint for their occupation

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## Contact Information

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## **Pay Band    Top Three Occupations By Band Level**

2	Administrative Clerk Custodian Food Preparation Worker
3	Correctional Officer Administrative Assistant Psychiatric Aide
4	Administrative Assistant License Permit Technician Motor Vehicle Safety Inspector
5	Social Service Specialist Employment Specialist Highway Patrol Officer
6	Child Family Social Worker Probation Parole Officer Registered Nurse
7	Lawyer Program Manager Environmental Science Specialist
8	Operations Manager Lawyer Computer Information Systems Manager
9	Psychiatrist Operations Manager Physician Primary Care